

FOUR PILLARS BULLETIN



BULLETIN #05

FOUR PILLARS AND PARCELFORCE – ANOTHER MANAGEMENT MYTH EXPOSED

Royal Mail's proposed austerity agenda and their plans to cut members' pay and pensions will adversely affect all CWU members in the Royal Mail Group, including Parcelforce. It is therefore vital that all our members, in all parts of the business stand together to support the Four Pillars campaign and protect their future employment, standard of living and retirement security.

The Agenda for Growth Agreement protects Parcelforce members by preventing the break up and sale of any part of the Royal Mail Group. The legal protections also define the resourcing mix in Parcelforce and prevent the business from moving beyond the current 25% owner driver limit. It is crucial we extend these key safeguards, which are under attack.

Members in Parcelforce will also be hit hard by Royal Mail Group's proposed changes to MTSF terms, attendance arrangements and the removal of the first three days' sick pay.

The threat of new technology and the impact on working hours and full-time job protection will hit Parcelforce members the same as everyone else. Whilst there will be variations in applying shorter working hours or equal benefit it is still relevant to all workers in the Royal Mail Group.

Royal Mail's plans to close the DB scheme to future accrual in 2018 and transfer all members into a vastly inferior DC scheme will also affect every Group employee. Parcelforce members will see their pension benefits cut by up to a third and be left with the sole responsibility for managing their individual pension pot and retirement savings. Equally it is important that we end two-tier pension provision and secure a scheme for all our members both those in the DB and DC schemes.

On the question of pay, Parcelforce have said they want a separate deal but have so far offered nothing other than to say any increase will not be greater than any deal agreed in Royal Mail. Royal Mail has said any pay rise must be self financed through significant productivity improvements and cost reductions, despite the business being profitable and increased shareholder returns.

Every employee in the Royal Mail Group, including those in Parcelforce will suffer from the company's austerity agenda and we need to fight together to protect and enhance the terms and conditions of all CWU members.

For further information on how the Four Pillars supports our Parcelforce members please check the video message from National Officer Davie Robertson on the CWU website at <http://www.cwu.org/media/news/2017/june/30/important-update-for-members-in-parcelforce-on-the-four-pillars-of-security-campaign/>

IT'S TIME TO CHOOSE SIDES. CHOOSE THE CWU OR FOREVER ACCEPT LESS

SECURE THE FOUR PILLARS SUPPORT THE CWU

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